Department of the Army

Preparing for Retirement Seminar

Army G1 Retirement Services Office

4 February 2014

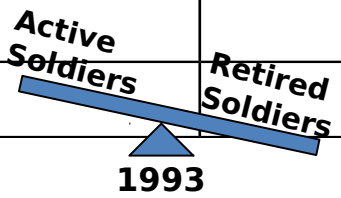
Purpose

To provide an overview of the planning needed to prepare for retirement.

NOTE: This briefing is *not* designed to replace the Army Pre-Retirement Briefing provided by Retirement Services Officers!

Population Served -- Growing

Year	Active Soldiers	Retired Soldiers
1920	204,000	6,000
1950	593,000	42,000
1960	873,000	102,000
1970	1,323,000	282,000
1980	777,000	425,000
1990	732,000	489,000
2000	482,000	526,000
2010	562,000	847,000



In FY12, the Army paid $17.9 Billion in retired and annuity pay to Retired Soldiers and surviving spouses

In FY12, TRICARE spent $20.57B on direct health care for retirees – 54.4% of all direct health care costs

Army Retirement Services

An Army Program Since 1955

Retirement is a Process; NOT an Event!

Over 30,000 Soldiers retire each year

2014 Population Served

Active Army	ARNG	USAR	Retired Soldiers	Surviving Spouses	Total
528,070	357,735	198,209	884,674	247,207	2.22M

Pre-Retirement Policy

- 117 Retirement Services Officers
- Career Status Bonus
- Active Duty Death SBP
- MyArmyBenefits Website
- Pre-Retirement Counseling
- SBP/RCSBP Counseling
- Retiring Soldier Commendation Program
- SBP Counselor Certification

Post-Retirement Policy

- Lifetime benefits advice & support
- Survivor Benefit Plan (SBP)
- Annuity for Certain Military Surviving Spous
- Army *Echoes* Newsletter
- CSA & Installation Retiree Councils
- Retiree Appreciation Days
- Strategic communications & websites
- AAFES/DeCA/AFRH Advisory Boards
- Army Family Action Plan GOSC

AR 600-8-7 – "Retirement Services Program"

http://www.armyg1.army.mil/retire

Throughout Your Retirement Planning

- Gather and study information needed to make critical retirement decisions
- Discuss the information with your family

Some Planning Thoughts

Two Years Prior to Retirement

- Review the Preseparation Counseling Checklist with your ACAP Counselor
- Identify service providers who will assist you
- Make fundamental life decisions and consider retirement locations

24-12 Months Prior to Retirement

- Attend installation RSO pre-retirement and SBP briefings
- Attend a Transition Assistance Program (TAP) Employment Workshop
- Evaluate family requirements (education, care, employment, etc.)
- Develop your Individual Transition Plan
- Investigate health and life insurance alternatives
- Consider whether you will take terminal leave or cash in unused leave

12 Months Prior to Retirement

- Receive post-government service employment restriction counseling
- Begin researching the job market and developing a resume

Retirement Planning
Step 1

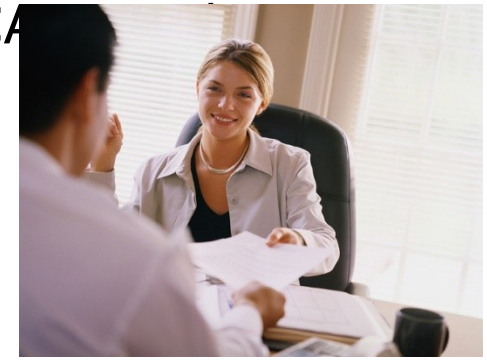
Contact your Transition Office and Army Career and Alumni Program (ACAP) office for assistance in preparing for a career after military service

Army Career and Alumni Program

You may initiate the ACAP process 24 months before retirement.

You MUST complete the mandatory Pre-Separation Counseling
at least 12 months prior to your effective retirement date.

Soldiers need an average of 40 hours, spread over a six-month period of time, to take advantage of ACA



Consists of:

- Pre-separation counseling
- Job assistance workshops
- Individual counseling
- Job search resources

ACAP Home Page: http://www.acap.army.mil

Retirement Planning
Step 2

Submit for Retirement

Applying for Active Duty Length of Service Retirement

- **How**
  - Officer - Chapter 6, AR 600-8-24
  - Enlisted - Chapter 12, AR 635-200

- **When**
  - Maximum: 12 months before desired retirement date
  - Minimum: All Officers – 9 months before start date of transition leave
    Enlisted – 9 months before retirement date

- **Where**
  - General Officers: Notify GOMO at (703) 697-7994/9466 (DSN 227)
  - COL & LTC (P): Notify Senior Leader Division (SLD) at (703) 602-8529 (DSN 332)
  - All others: Local Military Personnel Office
  - JAG Retirements (703) 545-2028
  - Chaplain Retirements (571) 256-8764

CG, HRC is the retirement authority for officers with 20-30 years of service and SSG(P) and above not retiring at RCP.

Other Retirement Considerations

Retirement date

- 1st day of the month if for length-of-service
- any date for disability retirement

In lieu of PCS – apply within 30 calendar days of alert for a retirement date no more than 6 months from the date of the PCS alert or the first day of the month after the officer attains 20 years AFS, whichever is later.

Reassigned on a PCS – must wait 1 year to retire (AR 350–100)

Retiring on same day as AD pay raise *(final pay only)*

Non-Regular Retirement Eligibility & Transfer to Retired Reserv

- ***Acquire the minimum qualifying years***
  - 20 years for normal retirement; 15 years for a medical retirement
  - 6 or 8 year final service rule might apply:
    - NOE prior to 5 Oct 94? Serve last 8 years in RC
    - NOE 5 Oct 94 to 24 Apr 05? Serve last 6 years in a RC
    - NOE 25 Apr 05 and later? No RC service requirement

- ***Applying to Transfer to Retired Reserve (Gray Area)***
  - TPU member under 60: Submit DA 4651 to chain of command & follow unit checklist
  - IRR, AGR or 60+: Submit DA 4651 to HRC
  - National Guard follow the procedures of your state

Nonregular Retirement Facts

- ***Points = Retired Pay:*** verify yours are correct NOW!

- ***Retired Pay before 60?*** After 28 JAN 08, federal law reduces nonregular retirement age 90 days for each 90-day increment on qualifying orders. CANNOT cross fiscal year boundaries. The maximum reduction is to age 50.

- ***When to Apply:*** NET than 9 months and NLT than 90 days prior to the date retired pay is to start. HRC mails RC retirement applications during the month prior to the 59th birthday. *It's the Soldier's responsibility to ensure HRC has the current address and to request early retirement if authorized.*

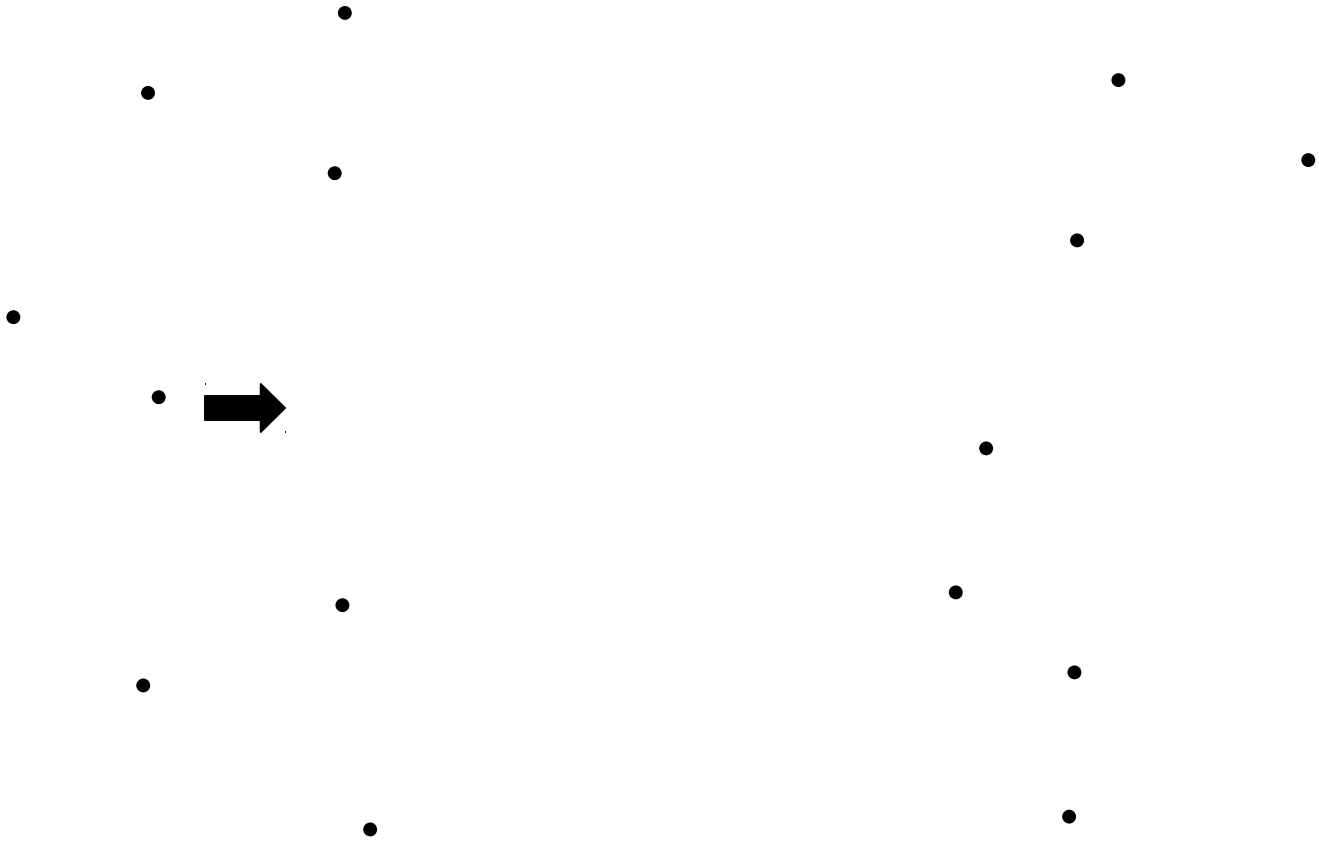
About 50% of retired pay application packets mailed by HRC to Gray Area Soldiers are returned to HRC because the Soldiers moved and didn't let HRC know!

Retirement Planning
Step 3

Contact your Retirement Services Officer and attend a Pre-Retirement Briefing

You may attend the preretirement briefing at any time – including before you apply for retirement

Pre-Retirement Briefing Topics



Calculate Your Retired Pay in 3 Steps

Step 1: Determine your DIEMS date (Date of Initial Entry into Military Service) Step 2: Determine which pay plan you are eligible for based on your DIEMS date Step 3: Use the appropriate formula to calculate your retired pay	**Where to validate your DIEMS** The brigade/installation Personnel Automation Section POC can correct DIEMS Dates. The local finance office will correct the Defense Joint Military System. Once a Soldier's DIEMS date can be verified, the changes will be reflected on the ERB/LES.

For a fast, personalized retired pay calculation, go to
http://myarmybenefits.us.army.mil
and click on the retirement calculator

Final Basic Pay Plan

(DIEMS Pre 8 Sep 80)

RETIRED PAY = (Years of creditable service X 2-1/2%) X Final Basic Pay

Commissioned service requirement

Time-in-grade requirement

Percentage multipliers can now exceed 100%

Full COLAs

Credit for all full months served (22 yrs 4 mos = 55.83%)

Years of service	20	21	22	23	24	25	26	27	28	29	30 thru 40
Final Pay Multiplier %	50	52.5	55	57.5	60	62.6	65	67.5	70	72.5	75 - 100

Or just go to http://myarmybenefits.us.army.mil
for your personal retirement calculation

High-36 Pay Plan

(DIEMS between 8 Sep 80 and 31 Jul 86 and DIEMS on or post 1 Aug 86)

RETIRED PAY = (Years of creditable service x 2-1/2%) x average of highest 36 months basic pay

Typically an average of the last 36 months

Commissioned service requirement

Percentage multipliers can now exceed 100%

Full COLAs

Credit for all full months served (22 yrs 4 mos = 55.83%)

Years of service	20	21	22	23	24	25	26	27	28	29	30 thru 40
High-3 Multiplier %	50	52.5	55	57.5	60	62.5	65	67.5	70	72.5	75 - 100

Or just go to http://myarmybenefits.us.army.mil for your personal retirement calculation

High-36 or REDUX Plan

(DIEMS post – 1 Aug 86 – "Choice")

RETIRED PAY = (Years of creditable service x 2-1/2%) minus 1% for each year < 30 years x average of highest 36 months of basic pay

2% per yr thru 20 yrs; 3.5% from 20-30 yrs; 2.5% thereafter

$30K Career Status Bonus (CSB) - 15th year

Percentage multipliers can now exceed 100%

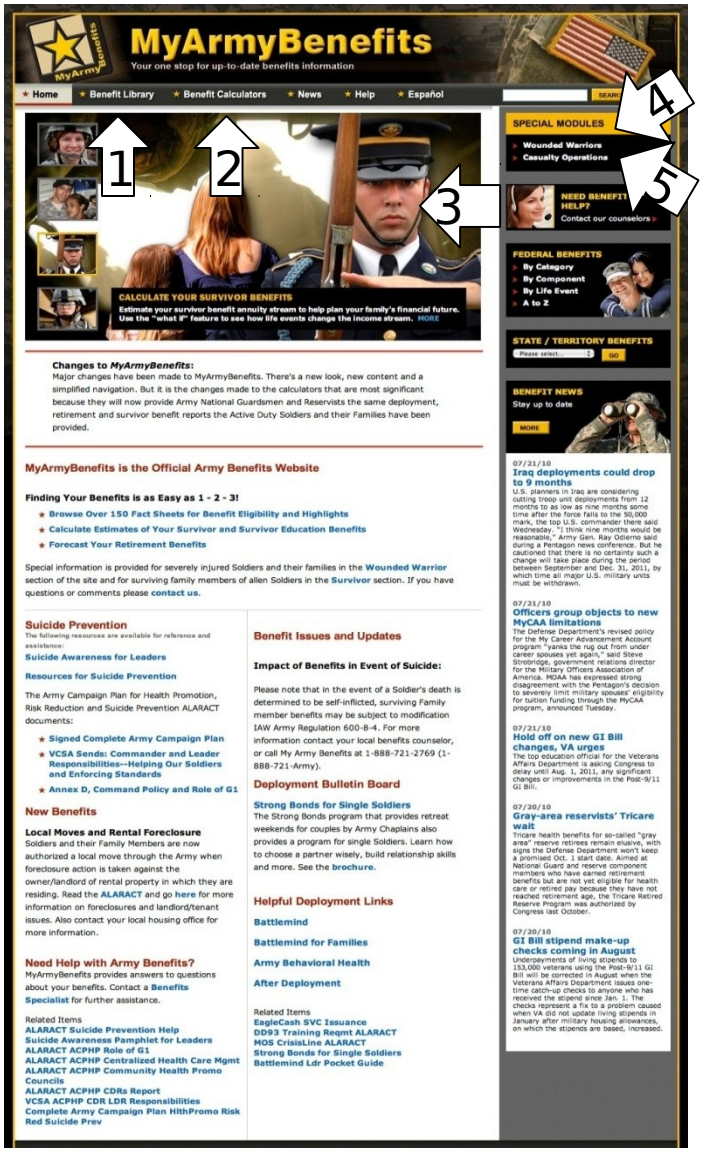
If you chose the CSB payment, you receive COLA minus 1%; one-time catch-up COLA at 62; COLA minus 1% after 62

Credit for all full months served

Years of service	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**	**29**
30 thru 40										
REDUX Multiplier %	**40**	**43.5**	**47**	**50.5**	**54**	**57.5**	**61**	**64.5**	**68**	**71.5**
75 - 100										
High-36/Final Mult. %	**50**	**52.5**	**55**	**57.5**	**60**	**62.5**	**65**	**67.5**	**70**	
72.5	**75 - 100**									

Or just go **to http://myarmybenefits.us.army.mil** for your personal retirement calculation

MyArmyBenefits



- **Benefit Library** 1
  - **Federal Fact Sheets**
  - **State and Territory Benefits Fact Sheets**
  - **Resource Locators** 2
- **Benefit Calculators**
  - **Retirement**
  - **Survivor Benefits**
  - Deployment Calculator 3
- **Benefits Help Desk Operation** 4
- **Wounded Warrior Special Module**
  - Wounded Warrior / DRE Calculator
  - Sustaining Income Calculator 5
- **Casualty Operations Special Module**
  - Survivor Benefits Report

http://myarmybenefits.us.army.mil

Links directly to DEERS information through AKO Single Sign On Authentication or DS Logon.

Retirement Planning Step 4

Schedule your retirement physical

Retirement Physical

Army requires a retirement physical

NET 4 months and **NLT 1 month** before retirement/transition leave

Your last record of active duty health

Assists with claim for VA service-connected disability

Use the results of your retirement physical to apply for VA disability benefits under the

Benefits Delivery at Discharge (BDD) Program (60-180 days left)
Quick Start Program (<60 days left or not available for VA exam at separation point)

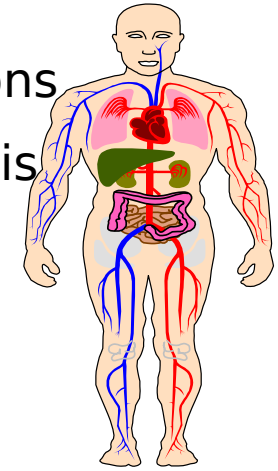
VA goal is to start disability payments within 60 -120 days of retirement. Visit the VA web site at http://www.va.gov or call 1-800-827-1000

VA Compensation for Service-Connected Disability

VA rates disabilities 0% - 100%

- Each % has an assigned dollar amount
- 2014 basic rates: from $131 (10%) to $2858 (100%)

  (30% & higher = Extra dependent allowance)
- Tax free payments
- *For retirees <u>≤50% disabled</u>,* offsets military retired pay $ for $
- Free VA medical care for service-connected conditions
- 0% rating means a condition is service related, but is not severe enough to merit disability pay



CRSC & CRDP Comparison

Combat-Related Special Compensation	Concurrent Retired and Disability Pay
Combat-related disabilities	***Service-connected disabilities***
• Armed conflict (e.g. Purple Heart)	
• Simulated combat (e.g. FTX)	Retired pay offset by disability pay
• Hazardous service (e.g. parachute duty)	is restored
• Instrumentalities of war (e.g. combat vehicles, Agent Orange)	
10%-100% disability rating	50%-100% disability rating
Not taxable; not divisible in divorce	Taxable; divisible in divorce
Must apply to HRC	No application: DFAS & VA bump files
http://www.crsc.army.mil	http://www.dfas.mil/retiredmilitary/ disability/crdp.html

Post 9/11 GI Bill Transferability

- Soldiers who transfer Post-9/11 GI Bill education benefits to their dependents incur a **4-year service obligation**. Soldiers cannot retire until their service obligations are satisfied, with a few exceptions.

- **Confirm obligation end date** before establishing retirement date by visiting the Transfer of Education Benefits website (http://milconnect.dmdc.mil).

- VA will **revoke the transfer and recoup benefits** already used by dependents of Soldiers who are separated or released under involuntary provisions before the agreed upon additional service commitment.

For more information, contact HRC Education Incentives Section at 1-800-872-8272 or usarmy.knox.hrc.mbx.tagd-post911gibill@mail.mil

VA Information Sources

- http://www.va.gov
- https://www.ebenefits.va.gov/ebenefits-portal/ebenefits.portal
- Send e-mail inquiries
- Download forms
- Get benefits information
- Apply for benefits

- Health Care 1-877-222-VETS (8387)
- Benefits: 1-800-827-1000
- Education: 1-888-GIBILL-1
- VA Life Insurance: 1-800-697-6947
- SGLI/VGLI: 1-800-419-1473

- County VA Director (blue pages of phone book)

A TRICARE Overview

- you are enrolled in TRICARE Prime and pay no fees
- your family members pay no enrollment fees, but must choose a TRICARE option and apply for enrollment in TRICARE Prime

- **TRICARE Prime** -- MTFs are principal source of health care (100% covered)
  - ❖ Annual fee is $547.68 per family or $273.84 per individual
- **TRICARE Extra** -- the "preferred provider" option (85% covered/15% copay)
  - ❖ no enrollment fee, but deductible and co-payments apply
- **TRICARE Standard** -- "fee-for-service" option (80% covered/20% copay)
  - ❖ no enrollment fee, but deductible and co-payments
- **TRICARE Young Adult** – for children between 23 and 26
  - ❖ Not subsidized by the Federal Government

See your nearest TRICARE Health Benefits Advisor or http://www.tricare.mil for more details

TRICARE Retiree Dental Plan

Who Is Eligible

- Retirees of any age
- Gray Area Reserve retirees, not yet age 60
- Spouses, unremarried surviving spouses, and eligible children of both

Where Available

U.S., Puerto Rico, Canada, U.S. Virgin Islands, Guam, American Samoa, the Commonwealth of the Northern Mariana Islands, and Overseas TRDP

Cost

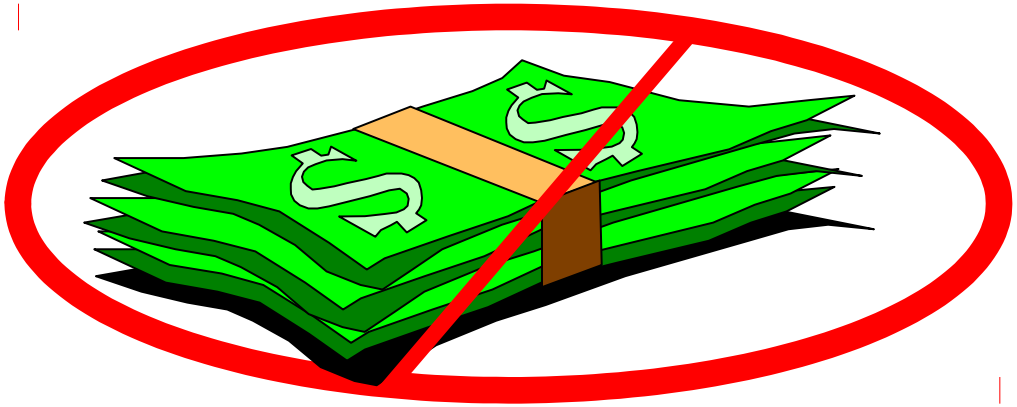
Dependent on location; monthly rates $25-$120

Costs borne by participant; no government subsidy

Must enroll within 120 days after retirement to skip the 12-month waiting period

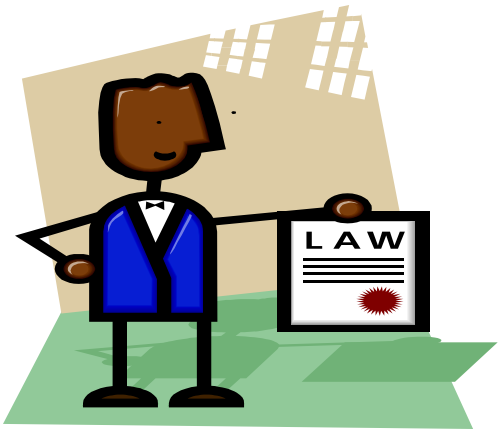
See http://www.trdp.org for more details

RETIRED PAY STOPS



SURVIVOR BENEFIT PLAN!

What is the Survivor Benefit Plan?



In FY12, 83% of retiring Soldiers took SBP

SBP Elections . .

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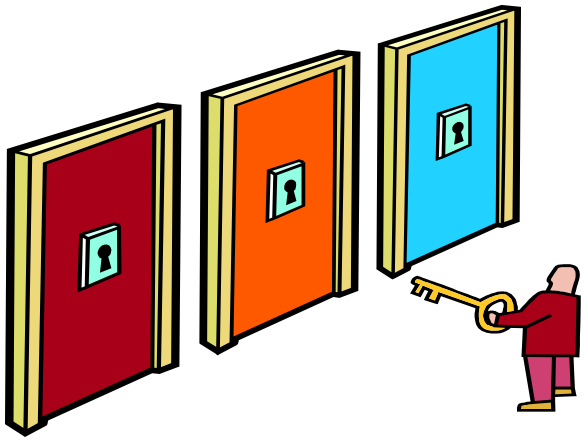

- Must be made ***before*** retirement
- Are generally irrevocable, but ***may*** be cancelled with spouse's concurrence between months 25-36 following retirement
- Spouse concurrence is required ***by law*** if Soldier elects less than maximum SBP coverage for his/her spouse

Six Election Categories

- Spouse Only
- Spouse & Children
- Children Only
- Former Spouse Only
- Former Spouse & Children
- Insurable Interest

SBP Positives

Army Echoes

ECHOES
THE NEWSLETTER FOR RETIRED SOLDIERS, SURVIVING SPOUSES & FAMILIES
RETIRED
U.S.ARMY
JAN-APR 2013
A MESSAGE FROM
THE CHIEF OF STAFF
Raymond T. Odierno
General, United States Army
Chief of Staff
Greetings Retired Soldiers and Families,
I would like to start the New Year off by thanking you for your continued service to our Army and this great Nation. Retirees and their Families are often the face of the Army to local communities around the world. You are integral members of the Army Family, and I sincerely appreciate everything you do for our Force.
In this edition, I would like to talk to you about readiness and resilience – subjects you are intimately familiar with. Throughout its storied history, our Army has answered the Nation's call. From WWII to Vietnam, Grenada to Afghanistan, Haiti to the U.S. shoreline, the Army provided ready formations prepared for the full range of military operations. With each successive mission, our Army has grown stronger, more capable and more resilient.
In times of peace, and times of war, your ability to overcome periods of adversity is an enduring example to our current Soldiers and Families. Their strength is built on the hard earned lessons and experience of all those who came before them. Because of you, we started the last decade of war from a position of strength, and America's Army will be ready when next called.
To this end, the Army is developing a Ready and Resilient Campaign helping our Soldiers and Families to reach their full potential and better overcome the diverse challenges of our profession. The campaign synchronizes multiple programs, ensuring unity of effort, efficiency of resources and the comprehensive integration of resiliency into all aspects of Soldier and Family fitness. With a direct link to Army readiness, this campaign will materially improve the already high quality of our All-Volunteer Army. A more capable Soldier equates to a more capable Army – one ready for many missions, at many speeds, in many sizes and shapes, under many conditions, in all types of environments.
You, our Retirees and Families, play a critical role in this effort. Continue to tell your story to the generation of Americans that may soon choose to wear our uniform. Help our citizenry understand the challenges faced by our currently serving Soldiers and Families. As only those who have walked in our boots can do, continue generating support for our wounded warriors as well as those transitioning into the civilian sector.
Remember "Once a Soldier, Always a Soldier." The million-plus Retirees, surviving spouses and their Families are a powerful force in support of our Army. You served our Nation in uniform, and you continue to serve today – for that I thank you.
The Strength of our Nation is our Army; The Strength of our Army is our Soldiers; The Strength of our Soldiers is our Families. This is what makes us Army Strong!
"In the present circumstances, no one can afford to assume that someone else will solve their problems. Every individual has a responsibility to help guide our global family in the right direction. Good wishes are not sufficient; we must become actively engaged." — Dalai Lama
STILL PROUD. STILL SERVING. STILL SALUTING.
Features
Articles
Regular Items

- Official Army publication
- Primary means of communicating with Retired Soldiers/Families
- 3 issues: FEB, JUN, OCT
- New apps for iPhone, iPad, Android phone
- Mailed to 980K readers & emailed to 503K readers in OCT 2013
- Starting in October 2013, all retired Soldiers and SBP annuitants with a ***myPay*** account started receiving *Echoes* electronically at their email addresses in ***myPay.***
- Retiring Soldiers are no longer authorized hard copy delivery of *Echoes*

Retired Soldier Communications and Benefits Portals

		Current	Future	
Who		All Soldiers, DACs, retirees, Family members	CAC Holders (Soldiers and DACs)	Non-CAC Holders (Retirees, Family members)
	Email	AKO Email	Enterprise Email	Civilian Email
	Contact information	AKO White Pages	Enterprise Email Global Address List	TBD
	Secure website authentication	CAC and AKO Single Sign On	CAC and DS Logon	DS Logon
	File sharing	AKO Folders	Enterprise Content Management & Collaboration Solution	TBD
	Forums	AKO Forums	TBD	TBD
	FOUO Content	AKO Content Pages	Enterprise Content Management & Collaboration Solution	None

If you and your family members have **NOT** registered for DS Logon, do so **BEFORE** you retire to maintain secure internet access to VA, personnel and TRICARE benefits, claims, and records. **DS Logon:** https://www.dmdc.osd.mil/identitymanagement/authenticate.do?execution=e1s1

Retirement Services Officers (RSO)

Every retiring/Retired Soldier and Family **WORLDWIDE** is supported by an RSO who gives pre-retirement briefings and answers questions one on one.

Joint Base Myer-Henderson Hall Pre-Retirement Briefing held the first Tuesday of each month in Town Hall (Bldg 243), 0800-1200. RSO contact information 703-696-5948, email usarmy.jbmhh.asa.mbx.hrd-rso@mail.mil

Fort Belvoir Pre-Retirement Briefing held the second Wednesday of the month at the Barden Education Center (Bldg 1017), 0800-1200. RSO contact information 703-806-4551, email gwendolyn.s.lott.civ@mail.mil

Fort Meade Pre-Retirement Briefing held the 2nd and 4th Friday each month (check website, reservations required) at McGill Training Center. RSO contact information (301) 677-9600/9434/9603, email MeadeRSO@mail.mil

Where Do You Find Retirement Information?

- Army G-1 Retirement Services Office Homepage http://www.armyg1.army.mil/retire
  - DA Pre-Retirement Counseling Guide
  - USAR & ARNG Non-Regular Retirement Guides
  - DA Survivor Benefit Plan (SBP) Briefing
- MyArmyBenefits at http://myarmybenefits.us.army.mil/
- Army Installation Retirement Services Officers (RSOs) http://www.armyg1.army.mil/rso.asp
- HRC Reserve Retirements Branch https://www.hrc.army.mil/TAGD/Reserve%20Retirement%20Services
- USAR Regional Support Command RSOs listed at: http://www.armyg1.army.mil/rso/rngr.asp
- State RSOs can assist National Guard Soldiers

For more information

Army
http://www.armyg1.army.mil/retire

Air Force
http://www.retirees.af.mil/

Navy
http://www.public.navy.mil/bupers-npc/support/retired_activities/Pages/default.aspx

Marine Corps
https://www.manpower.usmc.mil/portal/page/portal/M_RA_HOME/MM/SR

Coast Guard
http://www.uscg.mil/ppc/ras/

Thank you for your service!!

QUESTIONS?